

Workplace Bulletin

February 15, 2006

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The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge**, add your name to our [mailing list](#).

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Wage Settlements

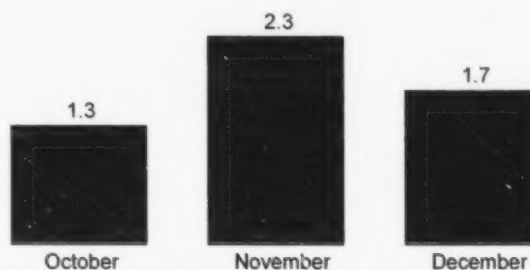
Wage Settlements Covering 500 Employees or More December 2005

Major collective bargaining settlements reached in **December 2005** provided base rate wage increases averaging **1.7%** annually over the term of the contracts. These results are based on a review of 62 settlements with a coverage of 401,960 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.4%, a larger gain than in their current settlements. Contract duration in December averaged 64 months, compared to 18.3 months in the previous round of settlements.

The largest concentration of agreements (37 of 62) in December was in the Quebec public sector. Employee coverage of the Quebec public sector was dominant in December, representing 91% of all employees involved in major settlements in Canada for that month. The average annual increase for the Quebec public sector was 1.5%.

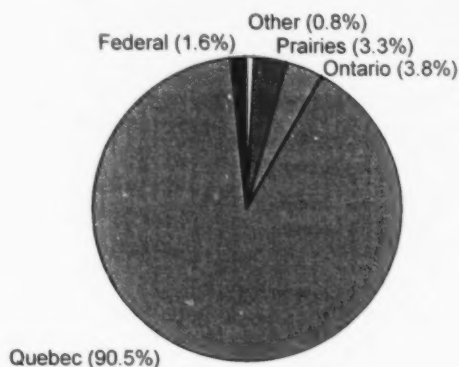
Wage Adjustments (%) in Major Settlements in 2005,
by Month



Wage adjustments in the **private sector** averaged **2.7%** for 2,620 employees in 3 agreements. **Public-sector** wage adjustments averaged **1.7%** for 399,340 employees in 59 settlements. The Quebec public sector settlements had a moderating influence on the average wage adjustment figures in December; excluding these agreements, the remaining public sector settlements averaged wage increases of 2.8%; the aggregate (all-sectors) figure for December 2005 would also rise to 2.8% from 1.7%.

On a jurisdictional basis, the second largest concentration of employees (3.8% of all workers) was in Ontario, with wage adjustments averaging 3.0%. The largest average annual wage increase was in the Multiprovince sector at 4.2% (single agreement with Finning International Inc.) and the smallest adjustment was in British Columbia (wage freeze in a single agreement with the British Columbia Board of School Trustees District No. 39).

Distribution of Employees (%), by Jurisdiction,
December 2005



On an industry basis, the largest concentration of employees (62.9% of all workers) was in the education, health and social services sector; wage adjustments in this sector averaged 1.6%. The largest average annual wage increase was recorded in the trade sector at 4.2%; the smallest adjustment was in the public administration sector at 1.5%.

Average Annual Percentage Wage Adjustments by Month

Public and Private Sectors

	2005		
	October	November	December
Public Sector	1.0	3.0	1.7
Private Sector	2.3	1.7	2.7

All Industries/Jurisdictions

	2005		
	October	November	December
Average Annual Adjustment	1.3	2.3	1.7
Non-COLA	1.0	2.4	1.6
COLA	2.6	2.0	2.9
First Year Adjustment	1.2	2.5	1.2
Non-COLA	0.9	2.7	1.1
COLA	2.6	2.0	3.4

Industries

	2005		
	October	November	December
Primary Industries	2.2	-	-
Utilities	-	3.0	3.1
Manufacturing	2.7	2.0	1.7
Wholesale and Retail Trade	0.4	1.1	4.2
Transportation	2.3	0.0	3.1
Information and Culture	2.5	2.0	-
Finance and Professional Services	-	2.4	1.9
Education, Health and Social Services	0.7	3.0	1.6
Entertainment and Hospitality	-	1.4	-
Public Administration	2.7	3.3	1.5

Jurisdictions

	2005		
	October	November	December
Newfoundland and Labrador	-	-	1.5
Prince Edward Island	-	-	3.0
Nova Scotia	-	3.3	-
New Brunswick	3.0	3.0	-
Quebec	2.4	1.4	1.5
Ontario	2.8	2.8	3.0
Manitoba	-	2.9	3.0
Saskatchewan	2.0	1.1	2.4
Alberta	0.4	3.1	3.3

	2005		
	October	November	December
British Columbia	0.1	0.0	0.0
Territories	-	2.7	-
Multiprovince	-	-	4.2
Federal Jurisdiction	2.3	1.9	3.0

Major settlements are those involving bargaining units of 500 or more employees.

For additional information, please view the *Technical Notes* (PDF format, 50 ko).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

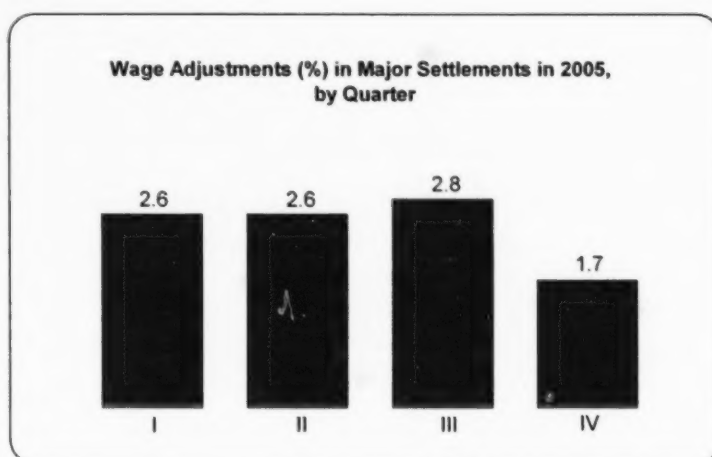
Fourth Quarter 2005

Major collective bargaining settlements reached in the **fourth quarter 2005** provided base-rate wage adjustments averaging **1.7%** annually over the contract term, down from the **2.8%** average recorded in the previous quarter. The results for the fourth quarter 2005 are based on a review of 117 major settlements reached and cover 540,030 employees.

When the parties to these fourth quarter settlements previously negotiated, the resulting wage adjustments averaged 2.6%, higher than in their current settlements. Contract duration in the fourth quarter 2005 averaged 57.2 months, compared to 23.8 months in the previous round of settlements.

Settlements in the fourth quarter 2005 were largely comprised of contracts in the public sector (82.9% of agreements covering 90.4% of all employees). **Public-sector** wage adjustments for 487,980 employees in 97 settlements averaged **1.6%**, down from 2.9% in the previous quarter. A large number of these settlements (40) were in the Quebec public sector providing 367,330 employees with wage increases averaging 1.5%. Excluding the Quebec public sector settlements, the remaining public sector settlements averaged wage increases of 1.9%.

Private-sector wage increases for 52,050 employees in 20 agreements averaged **2.0%**, down from 2.7% in the previous quarter. These results were influenced by two settlements with a relatively large



employee coverage; General Motors in Ontario provided 17,120 employees with increases averaging 2.7% and the TELUS Corp. agreement provided 13,700 employees with wage gains averaging 2.0%.

On a jurisdictional basis, the Multiprovince sector posted the largest average wage gain in the fourth quarter, at 4.2%. The smallest average wage adjustment was recorded in British Columbia at 0.1%. The largest concentration of employees was in Quebec, with 41 agreements providing 370,530 employees (68.6% of all employees) with a wage adjustment averaging 1.5%. In the Federal jurisdiction, wage increases averaged 2.2%.

On an industry basis, average wage adjustments in the fourth quarter 2005 ranged from a low of 1.2% in the trade sector, to a high of 3.1% in the utilities sector. The largest concentration of employees was in the education, health and social services sector with 68 agreements providing 394,940 employees with wage adjustments averaging 1.6% (mostly in the Quebec public sector). The second largest concentration of employees was in public administration where 16 agreements provided 73,010 employees with wage adjustments averaging 1.6%.

Average Annual Percentage Wage Adjustments by Quarter

Public and Private Sectors

	2005			
	1 st	2 nd	3 rd	4 th
Public Sector	2.6	2.6	2.9	1.6
Private Sector	2.4	2.5	2.7	2.0

All Industries/Jurisdictions

	2005			
	1 st	2 nd	3 rd	4 th
Average Annual Adjustment	2.6	2.6	2.8	1.7
Non-COLA	2.6	2.6	2.9	1.6
COLA	3.0	2.4	2.7	2.5
First-Year Adjustment	2.9	2.3	2.9	1.3
Non-COLA	2.9	2.3	3.0	1.2
COLA	3.1	2.2	2.7	2.6

Industries

	2005			
	1 st	2 nd	3 rd	4 th
Primary Industries	1.8	2.1	2.7	2.2
Utilities	3.0	2.2	1.5	3.1
Construction	2.2	3.1	2.9	-
Manufacturing	2.3	2.3	2.6	2.5
Wholesale and Retail Trade	1.6	2.7	2.7	1.2
Transportation	2.9	3.0	2.8	2.4
Information and Culture	2.5	1.5	2.8	2.1
Finance and Professional Services	2.4	2.2	-	2.2
Education, Health and Social Services	2.6	2.6	3.0	1.6
Entertainment and Hospitality	-	0.7	3.3	1.4
Public Administration	2.7	2.6	2.9	1.6

Jurisdictions

	2005			
	1 st	2 nd	3 rd	4 th
Newfoundland and Labrador	-	2.5	2.7	1.5
Prince Edward Island	2.4	-	-	3.0
Nova Scotia	3.1	3.6	3.1	3.3
New Brunswick	1.7	3.3	2.5	3.0
Quebec	1.9	2.3	2.8	1.5
Ontario	2.5	2.6	2.9	2.8
Manitoba	2.6	3.8	3.2	2.9
Saskatchewan	1.5	1.9	1.1	2.1
Alberta	2.4	3.2	3.1	2.3

	2005			
	1 st	2 nd	3 rd	4 th
British Columbia	1.4	1.2	1.3	0.1
Territories	-	-	3.1	2.7
Multiprovince	-	-	4.1	4.2
Federal Jurisdiction	2.7	2.3	2.7	2.2

Major settlements are those involving bargaining units of 500 or more employees.

For additional information, please view the *Technical Notes* (PDF format, 50 ko).

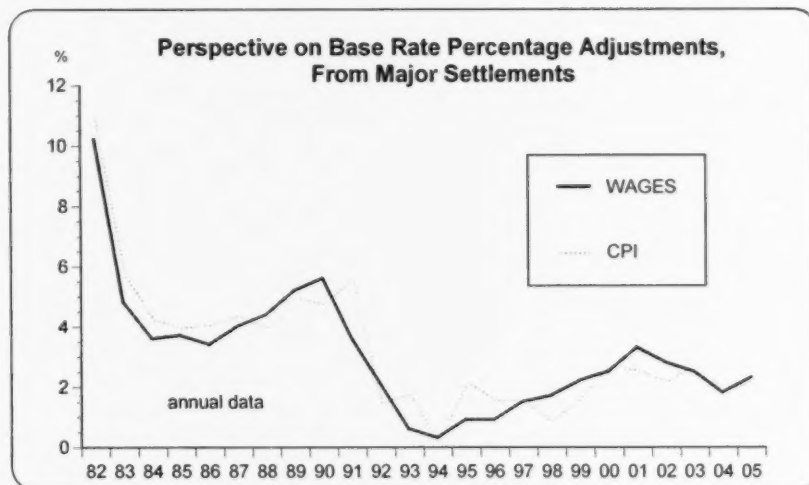
Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Major Settlements in 2005

Major collective bargaining settlements reached in **2005** provided base rate wage adjustments averaging **2.3%** annually over the contract term, an increase from 1.7% in 2004 but still lower than the 2.5% figure recorded in 2003. The increase in wage adjustments in 2005 was very close to the rate of (CPI) inflation in 2005, at 2.2%.

Wage adjustments from the 2005 settlements were lower than those in the contracts they replaced. There were 429 settlements reached in 2005, with a coverage of 1,338,770 employees. When the parties to these settlements previously negotiated the resulting wage adjustments averaged 3.0%, compared to the 2.3% in their 2005 settlements.



After several years of gradually increasing wage adjustments, peaking at 3.3% in 2001, the average annual increase dropped to 2.8% in 2002, 2.5% in year 2003 and 1.7% in 2004. The 2004 figure was largely influenced by wage reductions and wage freezes in the British Columbia health sector and in several Air Canada agreements.

In 2005, agreements of note included the Quebec public-sector contracts which settled recently in December, with wage adjustments averaging 1.5%. Earlier in 2005, the Government of Canada reached agreement with its public service employees with most contracts providing wage adjustments averaging 2.4%. The automotive sector in Ontario (GM, Ford and DaimlerChrysler) settled for wage gains

averaging 2.7%. The railways (CN and CP) reached several agreements with their employees with wage adjustments averaging from 3.0 to 3.4% annually. TELUS Corp. finally reached a settlement with its employees (1.5%) as did Bell Canada (2.9%). The British Columbia government legislated a wage freeze for 42,000 teachers.

The proportion of employees subject to wage freezes in 2005's major settlements, was about 3.9%; there was also a single rollback agreement. Approximately 30% of employees received increases in the 1.0 to 1.9% range, 40% received increases in the 2.0 to 2.9% range and 23% received increases ranging from 3.0 to 3.9%. Only 1.6% of employees received adjustments averaging 4.0% and over.

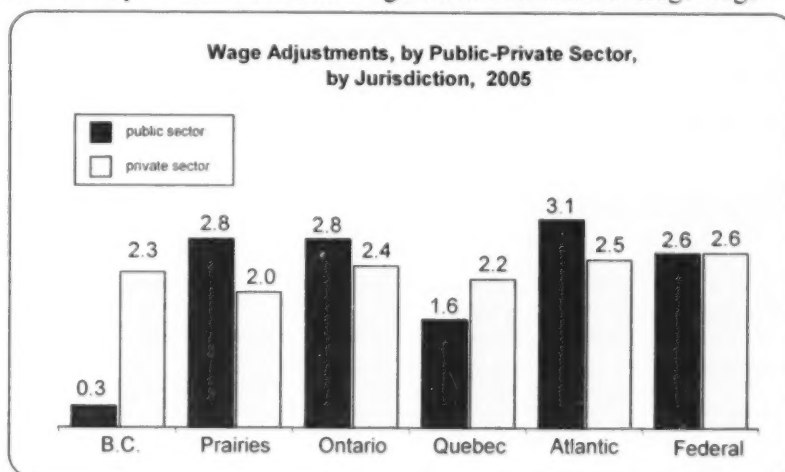
Contract duration in 2005 settlements averaged 47.4 months, up from the average of 35.7 months in 2004, and 34.6 months in 2003. Contract duration in the Quebec public-sector went up to 93 months in some bargaining units because of long-expired contracts. In 2005, average contract duration exceeded 36 months in all industry sectors but one; primary industries (51.5 months), public administration (51.3 months), finance and professional services (50.8 months), information and culture (48.6 months), education, health and social services (47 months), trade (45.8 months), construction (44.3 months), manufacturing (43.8 months), transportation (38.7 months), and the entertainment and hospitality sector (38.5 months); the utilities sector at 34.7 months was the exception. When the same parties to the 2005 settlements previously negotiated, the predecessor agreements had averaged only 30 months in duration.

Wage adjustments in the **private sector** averaged **2.4%** in 2005, compared to **2.2%** in the **public sector**.

The private sector figure resulted from 101 major agreements with a coverage of 197,010 employees. In the public sector, there were 328 major settlements covering 1,141,760 employees (85.3% of all employees in this year's settlements).

Within the public sector, local administration agreements (municipalities) received the largest average increase at 3.0%. The second largest adjustments at 2.6% was in federal administration agreements (the vast majority received increases of 2.4% but the average was influenced upwards by an agreement [Government of Canada] with 11,270 operational employees who received a market re-adjustment because wages were deemed below comparable occupations in the private sector, and overall their wage adjustments averaged 4.6%). The crown corporations and utilities agreements recorded average wage adjustments of 2.4% and provincial administration agreements averaged 2.0%.

Provincially, public-sector wage adjustments were moderated by the relatively low increases in Quebec (1.6%), and British Columbia (0.3%). Public-sector agreements in Ontario and the Prairie Provinces both averaged 2.8% and the Atlantic Provinces averaged 3.1%.



Overall (private and public sectors by jurisdiction), wage gains were highest in the Multiprovince sector averaging 4.1% followed by the Atlantic Provinces at 3.0%. The lowest average was recorded in British Columbia at 0.5%. The largest concentration of employees was in Ontario with 461,220 employees (34.5% of the total number of employees) receiving wage adjustments averaging 2.7%. The second largest concentration of employees was in Quebec (29.9% of the total) and wage adjustments here averaged 1.6%. The Prairie Provinces' wage adjustments averaged 2.7%, and the Federal jurisdiction, 2.6%.

On an industry basis, the largest concentration of employees was in the education, health and social services sector (with 57.3% of all workers in 2005 settlements). In this sector, 766,990 employees in 231 agreements averaged increases of 2.1%. The second largest concentration of employees (23.3% of all workers) was in public administration, with 312,220 employees in 67 agreements averaging increases of 2.4%.

The largest average wage increase was reported in the transportation sector at 2.8% (21 agreements covering 46,250 employees); settlements in this sector included the CN and CP Rail agreements mostly averaging wage gains of 3.0%, and the Toronto Transit agreement also at 3.0%. The smallest adjustment was in entertainment, hospitality and other organizations at 1.7%; this sector included the Visiting Homemakers Association subject to a wage freeze.

For all remaining industry divisions, wage increases in descending order of magnitude were: in the utilities sector, 14 agreements provided 18,030 employees with wage adjustments averaging 2.6%; in the manufacturing sector, 40 settlements provided 78,000 workers with wage adjustments averaging 2.5%; in the construction sector, 9,650 employees in 5 agreements received wage increases averaging 2.4%; in the information and culture sector, 17 agreements provided 48,700 employees with wage adjustments averaging 2.3% and in the finance sector, 10 agreements also provided 14,680 employees with wage adjustments averaging 2.3%; in primary industries, 5 agreements covering 4,260 employees yielded increases averaging 2.0%.

Average Annual Percentage Wage Adjustments by Year

Public and Private Sectors

	2002	2003	2004	2005
Public Sector	2.9	2.9	1.4	2.2
Private Sector	2.6	1.3	2.2	2.4

All Industries/Jurisdictions

	2002	2003	2004	2005
Average Annual Adjustment	2.8	2.5	1.7	2.3
Non-COLA	2.8	2.5	1.6	2.2
COLA	3.7	2.5	3.0	2.6

	2002	2003	2004	2005
First-Year Adjustment	3.0	2.5	1.1	2.1
Non-COLA	3.0	2.6	0.9	2.1
COLA	4.2	2.2	3.2	2.6

Industries

	2002	2003	2004	2005
Primary Industries	2.1	2.8	3.0	2.0
Utilities	2.4	2.4	3.1	2.6
Construction	1.2	2.8	2.7	2.4
Manufacturing	3.6	2.5	2.4	2.5
Wholesale and Retail Trade	1.8	1.2	1.5	2.0
Transportation	2.8	1.6	0.5	2.8
Information and Culture	3.0	2.2	2.7	2.3
Finance and Professional Services	2.0	2.8	1.3	2.3
Education, Health and Social Services	3.0	3.3	0.8	2.1
Entertainment and Hospitality	2.6	2.6	2.7	1.7
Public Administration	2.6	2.3	2.4	2.4

Jurisdictions

	2002	2003	2004	2005
Newfoundland and Labrador	6.6	3.1	1.0	2.1
Prince Edward Island	4.9	3.2	2.4	2.5
Nova Scotia	2.5	3.3	3.7	3.2
New Brunswick	2.7	2.8	4.1	3.0
Quebec	2.1	2.1	2.5	1.6
Ontario	3.0	3.3	3.0	2.7
Manitoba	4.0	2.9	2.6	2.9
Saskatchewan	4.0	3.0	1.0	1.9

	2002	2003	2004	2005
Alberta	4.5	3.0	3.1	2.9
British Columbia	1.9	1.3	-1.6	0.5
Territories	3.0	2.5	3.0	3.0
Multiprovince	4.3	2.9	2.7	4.1
Federal Jurisdiction	2.8	1.8	1.5	2.6

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OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at [Other detailed tables](#).

Major Settlements Reached in December 2005

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Hydro One Inc. province-wide, Ontario Society of Professional Engineers and Associates (Ind. Local) scientific and other professional employees; administrative services employees	780	3.0	36.0	Mar 31, 2008
Ontario Power Generation Inc. province-wide, Ontario International Federation of Professional and Technical Engineers (AFL-CIO/CLC) scientific and other professional employees; administrative services employees	2,100	3.0*	60.0	Dec 31, 2010
Ontario Power Generation Inc. province-wide, Ontario International Federation of Professional and Technical Engineers (AFL-CIO/CLC) scientific and other professional employees; administrative services employees	900	3.0*	60.0	Dec 31, 2010
Toronto Hydro Toronto, Ontario Canadian Union of Public Employees (CLC) outside employees	770	3.3*	36.0	Jan 31, 2009
Toronto Hydro Toronto, Ontario Canadian Union of Public Employees (CLC) salaried employees	500	3.3*	36.0	Jan 31, 2009
5 agreements	5,050	3.1	50.3	

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
Guelph Products Collins and Aikman Guelph, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW CANADA) (CLC) production employees	800	1.4*	36.0	Jan 31, 2009
IPSCO Saskatchewan Inc. Regina, Saskatchewan United Steelworkers of America (AFL-CIO/CLC) production employees; office employees	750	2.0*	60.0	Jul 31, 2011
2 agreements	1,550	1.7	47.6	
Wholesale and Retail Trade				
Finning International Inc. province-wide, Alberta; and territory-wide, Northwest Territories International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) service and maintenance employees	1,070	4.2	36.0	Apr 30, 2008
1 agreement	1,070	4.2	36.0	
Transportation				
Canada Post Corporation Canada-wide, Multiprovince Association of Postal Officials of Canada (Ind. National) postal supervisors	3,100	3.2*	48.0	Mar 31, 2009
City of Ottawa - OC Transpo Ottawa, Ontario Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; mechanics; service and maintenance employees	2,000	3.0	36.0	Mar 31, 2008
2 agreements	5,100	3.1	43.3	

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Finance and Professional Services				
Government of Quebec province-wide, Quebec Canadian Office and Professional Employees Union (CLC) lawyers and notaries	800	1.9	51.0	Mar 31, 2010
1 agreement	800	1.9	51.0	
Education, Health and Social Services				
Board of Education of the Saskatoon School Division No. 13 Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) support employees	800	2.0	36.0	Dec 31, 2007
Board of School Trustees District No. 39 Vancouver, British Columbia International Union of Operating Engineers (AFL-CIO/CLC) building maintenance employees; stationary engineers	840	0.0	27.0	Dec 31, 2007
Comité patronal de négociation des collèges province-wide, Quebec Fédération autonome du collégial (Ind. National) lecturers	3,710	1.0	93.0	Mar 31, 2010
Comité patronal de négociation des collèges province-wide, Quebec Fédération des employées et employés de services publics inc. (CSN) support employees	3,240	1.2	81.0	Mar 31, 2010
Comité patronal de négociation des collèges province-wide, Quebec Fédération des enseignantes et enseignants de cégeps (CSQ) lecturers	1,530	1.2	81.0	Mar 31, 2010

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Comité patronal de négociation des collèges province-wide, Quebec Fédération du personnel de soutien de l'enseignement supérieur (CSQ) support employees	1,390	1.2	81.0	Mar 31, 2010
Comité patronal de négociation des collèges province-wide, Quebec Fédération du personnel professionnel des collèges (CSQ) educational services employees	690	1.2	81.0	Mar 31, 2010
Comité patronal de négociation des collèges province-wide, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN) lecturers	7,730	1.0	93.0	Mar 31, 2010
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Alliance du personnel professionnel et technique de la santé et des services sociaux (Ind. National) health care and skilled trades employees	19,440	1.9	51.0	Mar 31, 2010
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Canadian Union of Public Employees (CLC) office employees; health service employees; service and maintenance employees	11,830	1.9	51.0	Mar 31, 2010
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Centrale des syndicats démocratiques (CSD) academic employees	710	1.9	51.0	Mar 31, 2010

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Fédération de la santé et des services sociaux (CSN) office employees; service and maintenance employees; health and social care professional employees	81,510	1.9	51.0	Mar 31, 2010
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Fédération des infirmières et infirmiers du Québec (Ind. National) nurses	43,240	1.9	51.0	Mar 31, 2010
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Fédération des professionnelles (CSN) health and social care professional employees; health service employees	3,500	1.9	51.0	Mar 31, 2010
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Fédération du personnel de la santé et des services sociaux (CSQ) health service employees; office employees; service and maintenance employees	530	1.9	51.0	Mar 31, 2010
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Service Employees International Union (AFL-CIO/CLC) office employees; health service employees; health and social care professional employees	8,560	1.9	51.0	Mar 31, 2010

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Comité patronal de négociation secteur santé et services sociaux province-wide, Quebec Union québécoise des infirmières et infirmiers (CSQ) nurses	4,920	1.9	51.0	Mar 31, 2010
Government of Newfoundland & Labrador & College of North Atlantic province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) lecturers	700	1.5	48.0	Aug 31, 2008
Government of Quebec province-wide, Quebec Fédération des médecins résidents du Québec (Ind. National) health and social care professional employees	2,100	1.2	81.0	Mar 31, 2010
Government of Quebec province-wide, Quebec Syndicat des professeurs de l'État du Québec (Ind. National) professors	620	1.2	81.0	Mar 31, 2010
Health & Community Services Agency & Regional Health Authorities province-wide, Prince Edward Island Canadian Union of Public Employees (CLC) non-medical employees	800	3.0	36.0	Mar 31, 2007
Management Negotiating Committee English-language School Boards province-wide, Quebec Quebec Provincial Association of Teachers (Ind. National) elementary and secondary teachers	7,590	1.2	81.0	Mar 31, 2010

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Management Negotiating Committee for English-language School Boards province-wide, Quebec Canadian Office and Professional Employees Union (CLC) support employees	640	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for English-language School Boards province-wide, Quebec Fédération des employés et employés de services publics inc. (CSN) support employees	1,000	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for English-language School Boards province-wide, Quebec Independent Association of the Support Staff of the Lester B. Pearson School Board (Ind. Local) support employees	720	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for English-language School Boards province-wide, Quebec Service Employees International Union (AFL-CIO/CLC) support employees	630	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for French-language School Boards province-wide, Quebec Canadian Office and Professional Employees Union (CLC) support employees	2,370	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for French-language School Boards province-wide, Quebec Canadian Union of Public Employees (CLC) support employees	4,780	1.2	81.0	Mar 31, 2010

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Management Negotiating Committee for French-language School Boards province-wide, Quebec Fédération des employées et employés de services publics inc. (CSN) support employees	11,990	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for French-language School Boards province-wide, Quebec Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ) scientific and other professional employees	4,040	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for French-language School Boards province-wide, Quebec Fédération des syndicats de l'enseignement (CSQ) elementary and secondary teachers	64,200	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for French-language School Boards province-wide, Quebec Fédération du personnel de soutien scolaire (CSQ) support employees	8,690	1.2	81.0	Mar 31, 2010
Management Negotiating Committee for French-language School Boards province-wide, Quebec Syndicat des employés des commissions scolaires d'Orléans (Ind. Local); Syndicat des employés de la commission scolaire La Vallière (Ind. Local); Syndicat des employés de la commission scolaire de Roberval (Ind. Local); Syndicat des employés de la commission scolaire Sainte-Croix (Ind. Local) support employees	900	1.2	81.0	Mar 31, 2010
Peel District School Board Mississauga, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	1,700	2.6	48.0	Aug 31, 2008

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Saskatchewan Association of Health Organizations province-wide, Saskatchewan Saskatchewan Union of Nurses (CLC) nurses	7,780	2.5	36.0	Mar 31, 2008
St. James-Assiniboia School Division Winnipeg, Manitoba Manitoba Teachers' Society (Ind. National) elementary and secondary teachers	610	3.0	24.0	Jun 30, 2007
University of Montréal Montréal, Quebec Syndicat général des professeurs de l'Université de Montréal (Ind. Local) professors	1,300	4.9	36.0	May 31, 2008
University of Québec at Montréal Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN) lecturers	1,600	3.5	36.0	Dec 31, 2008
Waterloo Region District School Board Kitchener, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	900	2.6	48.0	Aug 31, 2008
39 agreements	319,830	1.7	62.8	
Public Administration				
City of Calgary Calgary, Alberta Canadian Union of Public Employees (CLC) inside employees; technical employees	2,700	3.3	36.3	Jan 04, 2009
City of Lethbridge Lethbridge, Alberta Canadian Union of Public Employees (CLC) inside and outside employees	580	3.3	36.0	Dec 31, 2008

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) field interviewers	600	2.4	36.0	Nov 30, 2007
Government of Canada Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) regional office interviewers	540	2.4	36.0	Nov 30, 2007
Government of Quebec province-wide, Quebec Association professionnelle des ingénieurs du gouvernement du Québec (Ind. National) engineers	1,070	1.2	81.0	Mar 31, 2010
Government of Quebec province-wide, Quebec Syndicat de la fonction publique du Québec (Ind. National) hourly-rated employees	3,080	1.2	81.0	Mar 31, 2010
Government of Quebec province-wide, Quebec Syndicat de la fonction publique du Québec (Ind. National) salaried employees	35,200	1.2	81.0	Mar 31, 2010
Government of Quebec province-wide, Quebec Syndicat de professionnelles et professionnels du Gouvernement du Québec (Ind. National) scientific and other professional employees	15,970	1.2	81.0	Mar 31, 2010
Government of Quebec province-wide, Quebec Syndicat des agents de la paix en services correctionnels du Québec (Ind. National) correctional officers	1,830	1.3	75.0	Mar 31, 2010
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Ind. Local) office employees; technical employees	840	3.3	36.0	Dec 31, 2007

Industry Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Ind. Local) police cadets	1,000	3.3	36.0	Dec 31, 2007
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Ind. Local) police officers	5,150	3.3	36.0	Dec 31, 2007
12 agreements	68,560	1.5	73.3	
Agreements with COLA - 7 agreements	8,920	2.9	50.3	
Agreements without COLA - 55 agreements	393,040	1.6	64.3	
All Agreements - 62 agreements	401,960	1.7	64.0	

Major settlements are those involving bargaining units of 500 or more employees.

For additional information, please view the *Technical Notes* (PDF format, 50 ko).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Public and Private Sector Percentage Wage Adjustments; a Chronological Perspective Since 1978

Year	Public	Private	All Sectors
1978	7.1	8.7	7.6
1979	9.5	11.1	10.0
1980	10.9	11.7	11.1
1981	13.1	12.6	13.0
1982	10.4	9.5	10.2
1983	4.6	5.5	4.8
1984	3.9	3.2	3.6
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.3	2.5
2004	1.4	2.2	1.7
2005	2.2	2.4	2.3

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50 ko).

Source: Workplace Information Directorate, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current Key Negotiations

covering 500 employees or more

Employer	Union	Employees	Status *	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	26,860	CO/B	May 02-Sep 05
Canada Post	CUPW/CPAA	12,630	B	Dec 05
CBC/Radio-Canada	various unions	3,230	B/CO	Dec 05/Mar 06
Atomic Energy of Canada (Ont. and Que.)	various unions	1,580	B	Dec 05/Mars 06
Communications Security Establishment	PSAC	1,000	B	Feb 06
National Research Council of Canada	various unions	900	B/TENT	Dec 04/Apr 05
Private Sector				
TELUS Corp. (Que)	CUPE	1,680	B	Dec 05/Mar 06
NAV CANADA	CAW-Canada/ IBEW	1,620	B	May 05/Aug 05
Air Transat	CUPE	1,180	B	Oct 05

Employer	Union	Employees	Status *	Expiry Month
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Vancouver Terminal Elevators' Association	BCGSE	650	B	Dec 05
Provincial and Territorial Jurisdictions				
Public Sector				
British Columbia Health Sector	various unions	111,150	B	Mar 06
Government of British Columbia	BCGSE/PEA	27,800	B	Mar 06
Saskatchewan Association of Health Organizations	CUPE/SEIU	26,000	TENT	Mar 04
Government of Nova Scotia	NSGEU/NSTU	15,800	B/CO	Mar 04/Jul 05
Health Authorities of Alberta	AUPE	15,000	MED/T ENT	Mar 04/Mar 05
Government of Newfoundland and Labrador	Nurses/Teachers	13,000	B	Jun 05/Aug 04
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of New Brunswick	NBPEA/CUPE	10,250	B/CO	Aug 04-Mar 05
College Compensation and Appointments Council (Ont.)	OPSEU	8,600	MED	Aug 05

Employer	Union	Employees	Status *	Expiry Month
Government of Ontario	Police	7,580	B	Dec 05
City of Winnipeg	various unions	6,130	B	Dec 05
City of Edmonton	various unions	5,600	B	Dec 05
Government of Quebec	Police	4,800	B	Jun 02
University of Toronto	CUPE/Steelworkers	4,160	TENT/B	Apr 05/Jun 05
Hydro-Québec	CUPE	3,200	B	Dec 04
Private Sector				
B.C. Construction	various unions	26,000	B	Apr 04
Fishery Products Intl. Ltd. (N.L.)	CAW-Canada	2,500	B	Mar 05
* ARB Arbitration B Bargaining B/WS Bargaining after work stoppage CO Conciliation MED Mediation M/WS Mediation after work stoppage PAB Post-arbitration bargaining PCB Post-conciliation bargaining PMB Post-mediation bargaining TENT Tentative settlement WS Work stoppage				

Major Work Stoppages

Major work stoppages involving 500 or more employees from January 1 to February 2, 2006

An updated weekly report and a full year-to-date listing are available at
<http://www.hrsdc.gc.ca/en/lp/wid/ws/wsindex.shtml>

Employer, Location, Union and Employees	Issues	Starting	Ending
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and clerical employees	Subcontracting	Jan 26/2006 Lockout	
Station Mont-Tremblant , Mont-Tremblant, Quebec Fédération du commerce inc. 1,500 resort employees	Wages	Dec 18/2005	Jan 4/2006

Innovation Workplace Practices

Bruce Aldridge

Workplace Information Directorate

Labour Program, Human Resources and Social Development Canada

This overview of workplace innovations is based on a review of 89 collective agreement settlements negotiated during the fourth quarter of 2005. Of these, 30 settlements contained provisions considered to be innovative or of particular interest.

Duration

During this quarter, settlements with a 36-month duration represented close to half (42 collective agreements and 47% of all agreements) of the 89 settlements reviewed containing such a duration. Twenty-seven agreements had a duration of 48 months while 8 settlements had durations of between 24 and 26 months. There

were 3 education settlements with 12 month durations. Also, there was 1 settlement with a 52-month duration and 8 settlements with 60 months.

Compensation

A **gain sharing** and a **stock option** plan were introduced between Canadian National Railway Company, system-wide and Teamsters Canada Rail Conference. Based on performance criteria yet to be defined, the gain sharing plan will provide 20% of the productivity gains realized to be distributed among the employees up to a maximum of 4.0% of base salary. The stock option plan is based on source deductions up to

a maximum of 6.0% of base salary. Effective January 1 of each year, the employer will contribute 35% of the amount contributed by the employee in the previous year to enable the employee to purchase additional stock.

INCO Limited, Thompson, Manitoba and United Steelworkers of America continue a **nickel-price bonus**. For any quarter in which the employer has net earnings and the Average Realized Price of nickel is US\$2.25 per pound, each employee will receive a lump-sum payment equal to 10¢ per hour worked in that quarter. The multiplier used to calculate the payment will be increased by 1¢ for each 1¢ the price of nickel exceeds US\$2.25. The bonus will now also be paid on vacation hours and will be based on the Thompson, Manitoba operations.

A provision for the **conversion of long service increments into an extra increment step** has been initiated between the Saskatchewan Liquor and Gaming Authority, province-wide and Saskatchewan Government and General Employees' Union. Effective April 1, 2006, 3.0% of maximum rates will be added to the top step of each classification range. Employees at the old maximum range for 1 year or more will be eligible to move to the new range maximum immediately; those with less than 1 year will be eligible to move to the new range maximum on the first day of the pay period following the one-year anniversary of their move to the old maximum.

The Royal Canadian Mint, Ottawa, Ontario and Winnipeg, Manitoba and Public Service Alliance of Canada continue the off-scale **performance awards**. In each of the 3 years, amounts will be paid where the employer's pre-tax income is as follows:

Income	2005	2006	2007
\$5 million or more	1.0%	1.0%	1.5%
profit target achieved	4.0%	4.0%	4.0%
25% excess of profit target	4.0%	4.5%	4.5%

The applicable percentage of the performance award will be calculated on the total bargaining unit payroll and divided equally among the employees.

An **individual performance incentive** has been established between Canada Post Corporation, Canada-wide and Public Service Alliance of Canada. Employees will be eligible for an incentive potential of between 0.5 and 3.0% of regular salary, with the 0.5% rating indicating that improvement is needed up to 3.0% for an exceptional performance. A **corporate team incentive** plan continues with employees receiving a possible 4.0% per fiscal year for meeting corporate financial, service performance and customer satisfaction targets. There is a possibility of earning more than the 4.0% if the corporation exceeds the established targets.

Entourage Solutions, province-wide, Ontario and Communications, Energy and Paperworkers Union of Canada have introduced a **technology bonus**. An incentive will be established to maintain competitiveness in a market that is in a constant state of technological change. By November 2005, the parties would have jointly selected applicable technologies, determined a value and created a list of technicians eligible for the bonus.

An **employment retention adjustment** has been introduced between the Saskatchewan Association of Health Organizations, province-wide and Health Sciences Association of Saskatchewan. Effective April 1, 2006, an additional 2.0% will be applied to Step 6 of all classifications. Also, a **provincial market supplement program** exists to address specific pay related skill shortages to attract and/or retain qualified employees where workplace initiatives have been unsuccessful in addressing recruitment and retention challenges. The program will be implemented only when it is necessary to enhance the ability of employers to retain and/or recruit employees with the

required skills to deliver appropriate health services. The criteria for consideration will be service delivery impacts, turnover rates, vacancy rate analysis and salary and market conditions. The determination of the wage rates, which will be outside of the wage schedules, will be negotiated between the parties.

Two settlements with the Regional Health Authorities of Manitoba, province wide, one with Canadian Union of Public Employees and the other with the Manitoba Government and General Employees Union, have established a **general wage standardization fund** to rectify identified salary inequities in the health sector. An additional \$12 million will be committed by the employer to complete the wage standardization initiative for the faculty support sector. The amounts of \$3 million will be made available in each of the 4 years of the contract.

Maple Leaf Fresh Foods, Brandon, Manitoba and United Food and Commercial Workers International Union have negotiated a **maintenance wage survey** provision. The employer will conduct an annual survey of 10 competitors in direct competition for human resources with Maple Leaf Foods. The positions will consist of licensed and unlicensed skilled trades, licensed stationary engineers, pre-treatment employees and apprentices. The highest and lowest wage rates of the competitors will be removed and the remaining 8 average rates will be calculated into a simple average. If this average is more than 3.0% above the rate at the Brandon operation, their rate will be adjusted to reflect the higher rate.

Health and Welfare

A new **flexible benefit spending account** has been established between SaskPower, province-wide, Saskatchewan and Communications, Energy and Paperworkers Union of Canada. Effective January 1, 2006, the employer will provide an account of \$2,400 for full-time and \$1,200 for part-time employees. On

January 1, 2007, the amount will be reduced to \$1,800 and \$800, respectively. On January 1, 2008, the accounts will be increased by the same amount as the newly negotiated wage adjustment applicable for that year. The accounts may be used for the following options:

1. Health Care Spending Account with a \$50 minimum;
2. Voluntary Group Registered Retirement Savings Plan;
3. Millennium Registered Retirement Savings Plan;
4. Vacation purchase, capped at \$500 per year;
5. Public Employees Pension Plan; or
6. Cash pay out, less deductions.

SaskEnergy, with the same union, have also negotiated a similar flexible spending provision with smaller amounts being placed into the accounts.

The parties have also introduced a **millennium registered retirement savings** plan. The employer will contribute into an individual plan for each employee an amount equal to 40 hours pay. The dollars are locked in until the employee retires, is permanently laid off, resigns, dies or is terminated. All employees will have the option of enrolling in the plan and participation for new employees is mandatory.

Johnson Controls Inc., Whitby, Ontario and Canadian AutoWorkers have negotiated a provision for **same sex benefits** whereby employees in a conjugal relationship for at least 12 months will be covered under the current plans, provided the various federal and provincial regulatory agencies continue to recognize same sex relationships.

Working Conditions

CBC/Radio-Canada, Canada-wide, excluding the province of Quebec and Moncton, New Brunswick and National Guild of Canadian

Media, Manufacturing, Professional and Service Workers/Communications Workers of America have initiated a provision to **limit the use of contract employees**. The total number of employees on contract will not exceed 9.5% of the permanent workforce and 80 additional contract positions at any given time. Current contract employees with at least 4 years of continuous service will have a one-time opportunity to move to permanent status. Upon 2 years of continuous service, contract employees will have the opportunity of joining the pension plan and be given the opportunity to buy back all eligible service.

Falconbridge Limited, Timmins, Ontario and Canadian AutoWorkers have agreed to meet every quarter to discuss the use of contractors as regular crew supplements with a view to **reducing the number of contractors and associated costs**. The objective will be to review the use of contractors and discuss upcoming requirements and potential opportunities to use existing bargaining unit members where practical.

A **job sharing** provision has been established between Halifax Regional Municipality, Halifax, Nova Scotia and Nova Scotia Union of Public and Private Employees. Permanent full-time, part-time and temporary employees will have the opportunity to share jobs through the program. Employees participating in a job share arrangement will receive salary on a pro-rated basis in accordance with the hours worked; will participate in group benefit plans and will accrue and be entitled to take leave, including holidays, sick, vacation, bereavement and emergency leave; also pro-rated.

Two settlements with the Regional Health Authorities of Manitoba, province wide, one with Canadian Union of Public Employees and the other with the Manitoba Government and General Employees Union, have entered into agreement on the **development of a representative workforce**. The parties realize

that Aboriginal persons are significantly underrepresented in the health care sector and that actions are needed to promote employment at all levels. The parties will work to develop strategic initiatives and programs that focus on the recruiting, training and career development of Aboriginal employees and to identify workplace barriers that may be discouraging or preventing Aboriginal persons from entering and remaining in the workforce. They will also implement educational opportunities for all employees to promote cultural awareness of Aboriginal peoples which will include enhanced orientation sessions for new employees to ensure better understanding of respectful work practices to achieve a harassment free environment.

The Children's Aid Society of Toronto, Toronto, Ontario and Canadian Union of Public Employees have initiated measures to reduce the potential for experiencing **workplace aggression or violence**. The employer will provide debriefing and post-traumatic counseling for individuals exposed to violence, aggression, secondary trauma and vicarious trauma.

The University of Toronto, Toronto, Ontario and United Steelworkers of America have negotiated a **"whistle blower" protection** clause. An employee will not be discharged, penalized or disciplined in the event of good faith reporting to the appropriate regulatory authority of a release of a hazardous substance.

Domtar Inc., Cornwall, Ontario and Communications, Energy and Paperworkers Union of Canada have negotiated a day of **mourning in remembrance**. The parties will recognize April 28 of each year as the annual day of remembrance for employees killed or injured on the job. The employer will lower the flag at the main entrance of the operations to half-mast on this date.

Labour-Management Committees

During the fourth quarter of 2005, 25 of the full complement of 89 agreements contained provisions for establishing committees dealing with a wide variety of issues.

The Canada Post Corporation, Canada-wide and Public Service Alliance of Canada have established a **surplus and orientation** committee. The orientation program will assist surplus employees in understanding the staffing process, identifying training and networking, and give assistance in interviews and writing skills. The training program will identify training needs and opportunities for surplus employees.

A **rehabilitation** committee has been initiated between the Saskatchewan Liquor and Gaming Authority, province-wide and Saskatchewan Government and General Employees' Union. The committee will develop a policy that supports the accommodation of an employee who has become incapacitated by injury, illness or disability. Also included will be the development of educational tools and the details of a rehabilitation/return-to-work placement process.

Other committees included in collective agreements deal with such items as work load, health and welfare provisions, job evaluation, staff mobility, training and development, and task forces.

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current Key Negotiations Update
- 2006 Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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Ottawa-Gatineau area: 819 997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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